



your health

# 2019 chevron contributions health savings account (HSA)

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If you participate in the High Deductible Health Plan (HDHP) or the High Deductible Health Plan (HDHP Basic), you have access to a health savings account (HSA). The health savings account (HSA) is exactly that, a savings account. You contribute money, and later you can use the money in your account to help pay for certain out-of-pocket health care costs. This account is designed for long-term savings, so the focus is on putting in as much money as you can. This means there is no pressure to use the money in your account right away. If you want to pay for an expense out-of-pocket and keep the money in your account, you can. If you would rather use the money in your account, that's your choice, too.

## 2019 chevron contribution rates

To help you build your HSA savings, Chevron will once again contribute to the BenefitWallet HSA in 2019. Chevron's contribution amount is based on your medical coverage tier and is subject to certain requirements.

- The 2019 company contribution to your account is based on the coverage level you choose during open enrollment or when you make your new hire/rehire enrollment elections.
- Eligible employees hired/rehired on or after July 1, 2019 will receive half the applicable Chevron HSA contribution for 2019, subject to timely enrollment and BenefitWallet HSA account opening.
- If you do not enroll in a BenefitWallet HSA during open enrollment or during your 31-day new hire/rehire enrollment period, you will not be eligible to receive the 2019 company contribution. Please note that Chevron does not contribute to another institution's HSA.
- If you experience a qualifying life event during the year that permits you to enroll in the HDHP or HDHP Basic, you will not be eligible to receive the 2019 company contribution.
- If you experience a qualifying life event during the year that changes your existing HDHP or HDHP Basic coverage level, you will neither receive an additional company contribution, nor will you be required to return a portion of the company contribution.

Medical Coverage Tier	2019 Chevron Contribution*
You Only	\$500
You + One adult	\$750
You + Child(ren)	\$750
You + Family	\$1,000

*\*The IRS limits your total annual contributions to an HSA. Chevron's contribution amount applies toward the total maximum annual contributions allowed by the IRS. Be sure to take this into account when you elect your annual HSA contribution level.*

## requirements to receive the 2019 company contribution

If you are an active, eligible employee on January 1, 2019, and you meet the requirements and deadlines below, Chevron will automatically deposit the amount that corresponds to your coverage level into your open BenefitWallet HSA.

### Are you currently participating?

If you already have a BenefitWallet HSA because you are currently participating in the Chevron HDHP or HDHP Basic, you don't have to do anything during open enrollment.

- You'll receive the company contribution as long as you remain enrolled in the HDHP or HDHP Basic and your BenefitWallet HSA remains open on **January 1, 2019**.
- Your **current employee annual contribution election** will automatically continue for 2019. You can change your employee contribution at any time, but open enrollment is always a good time to review your savings goals against the new IRS limits for 2019.

### Not currently participating but want to start?

If you aren't currently participating in the BenefitWallet HSA but want the Chevron contribution in 2019, you must act during open enrollment or during your 31-day new hire/rehire enrollment window. Enrollment in the HSA is not automatic.

1. **Enroll in the Chevron HDHP or HDHP Basic** during [open enrollment](#) or during [new hire/rehire enrollment](#) window.
2. After you select the Chevron HDHP or HDHP Basic, the enrollment system will permit you to **make an election to open the BenefitWallet HSA**. Remember, enrollment in the HDHP or HDHP Basic gives you the keys to open the BenefitWallet HSA, but it's your responsibility to determine if you're eligible. You should consult your tax advisor and read the full eligibility requirements in IRS Publication 969 on [www.irs.gov](http://www.irs.gov), but in general:
  - You must be enrolled in an HSA-compatible plan, like the Chevron HDHP or HDHP Basic.
  - You are covered by no other health coverage, unless it's an allowed plan, such as another high deductible plan, a dental plan or a vision plan.
  - You are not enrolled in or covered by a health flexible spending account – like the Health Care Spending Account (HCSA) – or an HRA. This means you can't be enrolled in Chevron's Health Care Spending Account (HCSA). It also means your spouse, if applicable, cannot be enrolled in a flexible spending account or HRA that could reimburse your expenses.
3. **Follow the instructions on the screen to open your BenefitWallet HSA**. BenefitWallet will collect personal information — as required by federal banking regulations under the USA Patriot Act — that is needed to open a bank account. If you don't provide the requested information, you will not be able to open an account and you cannot receive the company contribution.

**The first account funding cycle for 2019 for current employees will occur at the end of January. This means your employee contributions and any applicable 2019 company contribution will not appear in your account as of January 1, 2019. After the first payroll cycle of the year, contributions will appear in your account with less delay. Remember, you can reimburse yourself for qualified medical expenses at any time in the future, as long as the eligible expense occurred on or after your HSA effective date.**

## good to know about company contributions to the HSA

- To receive the company contribution, you must be an active U.S.-payroll employee eligible to participate in the Chevron HDHP or HDHP Basic and you must meet all the requirements to be eligible to receive the company contribution to the BenefitWallet HSA. Retirees are not eligible to receive a company contribution to the BenefitWallet HSA.
- You're still responsible for making sure you are eligible to open and contribute to an HSA because Chevron does not determine your eligibility for an HSA beyond meeting the requirement to be enrolled in the Chevron HDHP or HDHP Basic. See **IRS Publication 969** available on [www.irs.gov](http://www.irs.gov) for further details.
- Chevron's contributions to the BenefitWallet HSA are not conditional upon your contributions. When you open your account or make your annual contribution election, you can decide to contribute to your account — or not to contribute at all.
- This is a one-time contribution; you will receive the full amount for which you are eligible at the time of the deposit.
- You can begin to use the funds for qualified medical expenses as soon as the funds are in your account.
- Some states - including California and New Jersey - tax employer contributions to an HSA. Taxes, if any, will be determined and applied based on the state where you live on the date that Chevron funds your account.